

# Draft

Minutes  
Faculty Advisory Council  
HAL Hall of Honor

Date: October 23, 2003

Time: 2:30 p.m.

Members

Present:

Dr. Judy Dye, Education  
Dr. Catherine Strickland, Education

Ms. Harriett Pullen, Arts & Sciences  
Dr. Steven Taylor, Arts & Sciences  
Dr. James Elithorp, Arts & Sciences  
Dr. James Day, Arts & Sciences  
Dr. Victor Ortloff, Arts & Sciences

Mr. John Patton, Communication & Fine Arts

Dr. Suzanne Stokes, Health & Human Services  
Ms. Cassandra Henderson for Ms. Jean Pate, Health & Human Services

Dr. Jerome Bibbins, Business  
Dr. Ed Pappanastos, Business  
Dr. Iris Saltiel, Phenix City

Absent with

Notice: Ms. Betty Chancellor, Library  
Dr. Jeanne Wright, Education  
Dr. Catherine Allard, Communication & Fine Arts  
Dr. David Dye, Communication & Fine Arts  
Dr. Edith Smith, Health & Human Services  
Dr. Ben Mason, University College  
Dr. Jim Hoyt, Business

Other

Attendees: Mr. Fred Davis, Provost  
Dr. Ed Roach, Vice Chancellor, Academic and Student Affairs  
Mr. Lee Vardaman, Director, Human Resources  
Ms. Shellye Vardaman, MSN Program

The meeting was called to order by the Chair, Dr. Suzanne Stokes.

1. Roll was called by the secretary, Jo Williamson.
2. Approval of Minutes from August 27, 2003  
There being no amendments to the August 27, 2003 minutes, the minutes were approved as recorded.
3. Unfinished Business
  - a. Charge of the Faculty Advisory Council – Dr. Stokes  
Dr. Stokes reviewed the charge given by the University to the Faculty Advisory Council. The FAC is a formal body for the collective input of the faculty on matters that promote the general welfare of the university. This includes short and long-range planning, faculty evaluation, and other areas as given in the *Faculty Handbook* and *TSU Standing Committees* publication.

Faculty who have contacted the Council chair with questions and concerns have been asked to talk with their Council representatives as well as to check the *Faculty Handbook*, the *TSU Standing Committees* booklet, or the *System Staff Handbook for Classified and Professional Personnel*. Meeting materials providing Internet links to the *System Staff Handbook for Classified and Professional Personnel* and the *Faculty Handbook* were distributed; copies of the committees booklet were available to members who needed the booklet.

Dr. Saltiel indicated that all of the PC campus faculty do not receive the Standing Committee book. Mr. Davis said that all faculty should be receiving this publication, and if they are not, his office may have to ask for a signature from faculty upon their receiving the Standing Committees book.

Dr. Stokes introduced a guest, Shellye Vardaman, who is in her last semester in the MSN program.

- b. Status of the Faculty Council Constitution – Dr. Stokes  
The revised Faculty Council Constitution was distributed; Council members who worked in their capacity as members of the Faculty Personnel Advisory Council (FPAC) in refining this document were thanked for the time put into the document review and for the manner with which they approached their task. Council members on the FPAC are Dr. Jerome Bibbins, Dr. David Dye, and Dr. Ed Pappanastos.

A timeline for completing the next steps in the process was attached to the revised Constitution. The timeline provides sufficient time for a thorough examination of the document, yet should ensure completion of the task within the current academic year.

On October 30, a copy of this revised constitution will be on the FAC web site. FAC members should solicit suggestions for improvement prior to the January 2004 Council meeting and bring suggestions in writing to the January meeting.

If no suggestions arise at the January 21, 2004, meeting, a motion for acceptance of the revised Constitution will be requested. If the motion passes, the Constitution will be presented to the Chancellor for submission to the Board of Trustees.

If there are any suggestions, an ad hoc committee will be appointed to incorporate suggestions into the document. The report of this committee will be given at the March 11 meeting, but copies of this document should be distributed to Council members by February 20 for review prior to the March meeting.

At the March 11 meeting, if needed, the ad hoc committee's document will be discussed with a possible motion to adopt a revision. If the motion passes, the revised document will be forwarded to the Chancellor for review and action. If the motion fails and additional work is requested by the FAC, additional Council meetings, as needed, will be called with the goal of completing the task by mid-April.

c. University Health Insurance Concerns – Mr. Lee Vardaman

Mr. Vardaman addressed questions that were sent to him by Dr. Taylor, chair of the Council's Faculty Welfare Committee.

Mr. Vardaman began by saying that insurance is pooling your risks. You put your money in with everyone else in the group with the assumption that most of us will have little or no claims while those who have substantial claims will have theirs covered by the pool of money. TSU is self-insured meaning that your money along with the money Troy State contributes all goes into the same pot and the university maintains that pot. We hire Blue Cross Blue Shield to administer the claims and take care of all the paperwork.

1. Did the administration do a study to determine whether the faculty/staff population of the TSU System is large enough to cover the risk with reasonable premiums?

Dr. Carol Jordan, Eminent Scholar in Risk Management and Insurance, conducted research on behalf of Troy State on this question. She determined that our pool is sufficiently large to support being self-insured.

2. Do published standards or benchmarks on health insurance pools exist upon which to assist the extent of our risk and the quality of our risk management.

According to Dr. Jordan and Blue Cross Blue Shield there are no standards.

3. Are there pools of state and local government employees willing to join us to increase the size of the pool to spread the risk and thus lower our premiums?

According to BCBS, yes. But unfortunately, they have higher premiums than we have.

4. If Alabama State employees have equivalent coverage for less premium, why don't we join this larger pool and share the benefit?

State of Alabama employees are members of PEEHIP. The state funds that to a great extent. Only one four-year school in the state is a member and that is Jacksonville State University. The additional cost for Troy State to join PEEHIP would be \$4 million per year.

With our current plan we are running \$300,000 more in claims than is coming in.

5. Has a survey been accomplished to find out the extent of coverage and structure of coverage desired by TSU faculty and staff?

Not recently. However, we do have the Personnel Advisory Committee. We will have a meeting on Monday to discuss this situation. The committee is presented with the data and decisions are made as to what premiums are to be charged to cover claims. If you or your constituents have questions, Dr. Bibbins and Dr. Findley are on that committee.

Ways that we can try to reduce our claims are: try to avoid using the emergency room if at all possible; ask if generic prescriptions are available; be a smart consumer by asking questions about your treatment and be sure that the treatment is necessary. We can all work towards a healthier lifestyle with diet, exercise and stopping smoking.

#### 4. New Business

No new business was discussed.

#### 5. Reports

##### a. Academic Affairs Committee

The committee was charged with surveying all the Standing Committees in an effort to get feedback to see if the committees are working effectively and if they have any suggestions for improvement. The committee is gathering data at this time.

##### b. Faculty Welfare Committee

Committee activity was covered during Mr. Vardaman's presentation.

##### c. Faculty Advisory Council – Dr. Stokes

Following the last meeting, the proposal for a resolution was submitted to the *Tropolitan* and to the Public Relations Office.

As a result of the Council's request for representation at University ceremonial events, Dr. Stokes represented the faculty at the dedication of the Movie Gallery Veterans Stadium.

As council chair, Dr. Stokes attended the Board of Trustees meeting on September 27. At that meeting, the Board announced a new academic building. The new building will be built adjacent to McCartha on the Library side. The building will house four auditoriums on the bottom floor; the second floor will have six classrooms and seven offices. The third floor will not be finished at this point. Construction is scheduled to begin Spring 2004 and completed Fall 2005. The building will be used by all academic departments according to classroom space needs.

Dr. Hawkins hosted a luncheon for faculty on October 22. Faculty attending were:

- College of Health and Human Services: Mr. Ben Arellano, Dr. Jason Lee, Dr. Cindy McCoy
- College of Arts & Sciences: Dr. Jim Reinhart, Dr. Bryant Shaw, Dr. Bernard Avant
- Sorrell College of Business: Dr. Tish Matuszek, Dr. Chunlei Liu

The next luncheon will be in Troy during the spring semester.

Dr. Pappanastos complemented the FAC website.

Meeting was adjourned at 3:10 p.m.